



Officer Training Command Pensacola

Mustang University



SURSUM AB ORDO



Officer Training Command Pensacola

Limited Duty Officer/Chief Warrant Officer (LDO/CWO) School

CDR Mark S. Miller
Commanding Officer

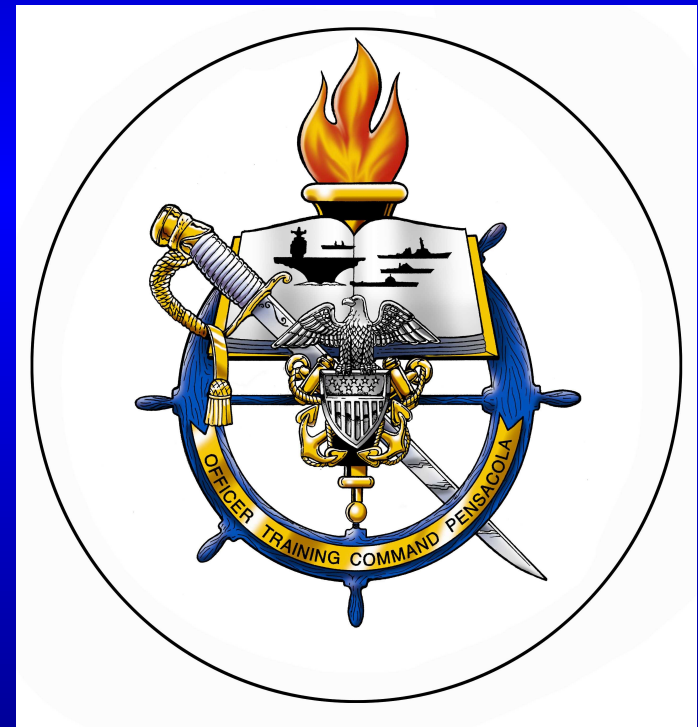
Limited Duty Officer/Chief Warrant Officer (LDO/CWO) School
LCDR Mick Glancey
Director



LDO/CWO indoctrination and Leadership

Mission

Designed to assist newly commissioned LDO/CWO's with the transition into the naval officer community by developing leadership, military communication, and administrative skills required to become an effective naval officer.





Mustang University Course Data

- ▮ LDO/CWO Basic Officer Leadership Course:
2 weeks (80 hours including 10 hours of PT)
- ▮ LDO/CWO Indoctrination Course:
3 weeks (132 hours including 18 hours of PT)
- ▮ Throughput Average: 18 classes with 30 students maximum.



Leadership

- *Foundations of Leadership*
- *Communications*
- *Subordinate Development*
- *Managing Systems and Processes*
- *Command Environment*
- *Decision Making*
- *Combat Crisis Leadership*



Indoctrination Course

- Organization and Defense Strategies*
- Military Law*
- Naval Administration*
- Service Etiquette*
- Written and Oral Communication*
- Physical Readiness Training*
- Small Arms Training*
- Awards, Fitreps, Pointpapers, Bio's and XO LTR's*



“Revolution in Training” Changes

- *Chain of Command Changes*
- *Internal Organizational Changes*
- *Instructional Changes*



Where we were

**Naval Aviation
Schools
Command (NASC)**

**Commanding
Officer**

Executive Officer

**ISIC: Chief of Naval Air
Training (CNATRA)
Corpus Christi**

**Aviation
Pre-Flight**

**Officer
Candidate
School**

**Officer Training
School**

**Enlisted Aircrew
Training School**

DCO

LDO/CWO

NavLead

Av Maint Offcr

Av Ord Offcr

**Division in a large
command**

**4 in a Division of 25 in
a large command**



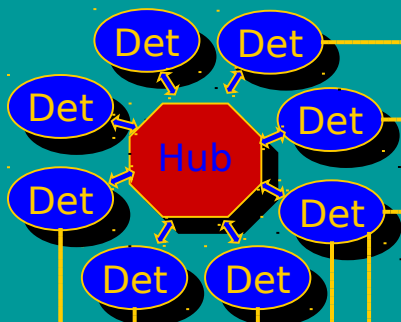
Present Command Structure

N00T

Naval Education & Training Command



Human Performance Center



Naval Personnel Development Command



TSC

TSC

TSC

Naval Service Training Command



Enlisted

RTC
NAVET
OSVET
NPSAC

Officer

LDO/CWO
DCO
OCS
ROTC
OIS
BOOST
STA-21
JROTC

CNAETRA

NASC

TRAINING
S

BLUE
ANGELS

MUSEUM

Naval War College



Naval Postgraduate School





Officer Training Command Pensacola (OTCP)



**Department of 9 Instructors/
Facilitators**



Mustang University

Staff Manpower and Training

- LDO/CWO NLTC: Four Billets
- LDO/CWO Indoctrination: Five Billets
 - 3 Aviation
 - 3 Submarine
 - 2 Administration
 - 1 Surface
- En route Training
 - Five-week Leadership Instructor Training Course (ITRAC) at NLTU Little Creek
- Local Training
 - Two-week Academic Instructor Training Course (AITC)
 - One-week Physical Training Instructor (PTI) Course
 - One-week ARC First Aid and CPR Instructor Course



Mustang University

Curriculum Intensifiers

- CO Perspective and Expectations
- CNO Guidance for 2004
- Sea Power 21, Power and Access from the sea..
- FORCENet/Warrior Preparation
- Web-based Management Tools (NTMPS, NKO, Navy e-Learning, MyPay)
- Marksmanship
- Mentoring



Instructional Changes

"Tell me, and I forget; show me and I remember; involve me and I understand."

- Old Chinese Proverb

- *Leadership Development Course (LDC) added*
- *Practical leadership scenarios*
- *Leadership CAPSTONE*

***Critical Thinking, Motivation, Communications, Team Work,
Resource Management, Decision Making/Risk Management,
Followership, and Climate***



Instructional Changes Cont'd

- *Advanced Electronic Classrooms (completed Oct 03)*
 - *Enhance “writing labs” (Bios, Evals/FITREPs, Awards, Point Paper and Oral Presentations)*
 - *Desktops loaded with SWO Modules, DIVO at-Sea, CNO Guidance, Ethics etc..*
 - *Utilized by OCS and DCO Schools*
 - *Add “Web-based Management Tools”*
 - *NKO, NTMPS, Navy E-Learning, etc.*
 - *Web-based Training (Written Communications Study Link, OWDEP PT, Navy E-Learning)*
 - *CD Burners in Advance Electronic Classrooms (Pull vs Push)*



Instructional Changes Cont'd

- *Horizontal Integration/Synergies w/ OCS & DCO*
 - *LDO/CWO Students: Mentor via Role Play OCS Candidates*
 - *LDO/CWO Students: Mentor via Role Play during DCO "Battle Stations"*
 - *LDO/CWO Staff: Mentor Panel for DCO Students*
 - *LDO/CWO Staff: Assist with DCO "Battle Stations" (LDC and DC Wet Trainer).*



Continuing Process Improvement Items

- *25% of Mustang University students arriving outside body-fat standards. Only 4% leave not within standards*
- *Students are arriving administratively as PO1 and CPOs, Overseas screening incomplete etc. delaying pay and benefits. Mustang University admin working with PSD's to correct.*
- *Continue with Detailer visits for education process*



Issues

- *Course requirements*
- *PCC's - 97% validation*
- *WC – prerequisite for initial Officer core competencies*
- *Feedback (Fleet requirements)*
- *Utilize senior LDO/CWO forum as an avenue to address the above prior to OBOA.*



Questions ?